

Glenn Labor-Management Partnership  
Meeting  
December 20, 2000

Attendees: Sheila Bailey, Joe Duckworth,  
Bob Everett, Bob Fails, Larry Kalb, George Madzsar, Angel Pagan, Lori Pietravoia, Don Striebing, Jack Salzman

Guests: Bill Spellacy, FLRA

Minutes from the August, October and November meetings were reviewed and approved, as written.

### **Review/Discussion of Retreat**

Bob Fails reported that he arranged for the Partnership to present the recommendations from the retreat to the DSMT on January 29, 2001 at 9:30 – 10:30 in room 215. He provided those in attendance with draft briefing charts.

The group discussed the draft charts and agreed to the following:

- An Agenda would be added to the briefing package
- Page 9 will be modified to include a statement that all levels of management must give the same message (bullet #2 will be revised)
- A summary chart will be prepared (focus on info on page 9 & 10)
- Add conversion of WG to drivers affecting workforce (page 8)
- The responsibility for presenting the charts would be divided. Lori Pietravoia will present the agenda and the background, Sheila Bailey will present the accomplishments, and Bob Fails will present the retreat information and summary sheet.
- Purpose of recommendations: for decision-makers to be conscious of the items presented when making decisions – it is not intended to be a one-shot issue but to be used as part of all future decision making.
- No need for a decision memo regarding this matter. Instead will be able to assess usefulness and effectiveness based on outcome of the results of the Strategic Planning Retreat, results of the skill mix/needs assessment, and WG conversion.

### **Meeting Schedule**

Lori Pietravoia passed out the proposed meeting schedule for the 2001 calendar year. Again, the meetings were scheduled for the 3<sup>rd</sup> Wednesday of the month (except where a change was necessary to accommodate Mr. Campbell's calendar) from 1:00 – 3:00 p.m. in room 110, Ad. Bldg. The schedule is as follows:

Date	Change/Notes
1/30	Re-Scheduled due to Mr. Campbell's calendar
2/22	Re-Scheduled due to Mr. Campbell's calendar
3/21	
4/18	
5/16	Mr. Campbell not available; Room 110 still to be used for meeting
6/20	
7/18	
8/15	
9/19	
10/17	
11/21	Day before Thanksgiving – Mr. Campbell may not be available
12/19	

It was agreed to adopt this schedule – the next meeting is 1/30 (not 1/17 which would be the 3<sup>rd</sup> Wednesday of the month) from 1 – 3.

It was agreed that the Partnership needs to address the composition and future plans for the Partnership and what needs to be communicated to the employees as a result of the changes that will occur with the Wage Grade conversion. It was determined that issues regarding the need for LeLaMaC, how to handle the TTAP Committee responsibilities, in addition to the composition of the Partnership, must be addressed.

### **Next Agenda:**

#### Partnership Planning

- Review of charter
- Impact of WG conversion on Partnership
- Review Action Plan

#### DSMT Briefing Discussion

#### Communication to Employees Regarding Partnership

### **Information Exchange**

Strategic Planning Retreat: It was reported that the Strategic Planning Retreat is being planned for the March/April timeframe. All levels of non-supervisory employees and the unions will be asked to participate along with DLT members.

Cafeteria Renovation: Plans are underway regarding the Main Cafeteria renovation. The serving area will be closed and the small dining room will be used as the serving area while the work is being done. The dining area will remain open during renovation.

WG Conversion: Plans are proceeding regarding wage grade being changed to positions in the General Schedule. The union representatives reported that some GS employees have a problem with the non-competitive conversion process when they had to compete. It was also explained that some WGs have expressed reluctance and feel they need more information. It was explained that some have also indicated a concern about AFGE going away. Sheila Bailey indicated that IFPTE is very interested in having the AFGE officers become actively involved in IFPTE once they become GS.

Buyout Plan: Don Campbell and Randy Furnas was meeting with the technician workforce this afternoon to discuss the proposed buyout plan that was submitted. The Buyout proposed focuses on restructuring not downsizing. The technicians will be the focus of the targeted buyout. There is a small window because of the "break even point" cost and the replacement effort (this buyout will allow for filling positions in other areas using the FTE saved from the buyout). It was asked if we may have to go through the same thing again in September and Bob Fails indicated that is a possibility but the Strategic Planning event will impact the answer to that question.

FLRA Comments: Bill Spellacy of the FLRA indicated that he and Judy Allen enjoyed working with the Partnership. He stressed that there will be a need to adapt to the many changes that will be occurring over the coming months. He stressed the importance of setting a focus and plan of action. He also indicated that he and Judy remain available to work with the Partnership in the future if we need assistance.